



# Honolulu-Pacific Federal Executive Board

300 Ala Moana Boulevard Box 50268, Room 4-123

Honolulu, Hawaii 96850

<http://www.honolulu-pacific.feb.gov>



## FY 2016 Annual Report

*Chair*

**MICHAEL TOSATTO**

*Regional Administrator*

*NOAA, NMFS, Pacific Islands Regional Office*

*Vice-Chair*

**RADM VINCENT ATKINS, USCG**

*Commander, Fourteenth Coast Guard District*

*Submitted by:*

**CHRISTOPHER CONKLIN**

*Executive Director*

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## BACKGROUND ON FEDERAL EXECUTIVE BOARDS

Federal Executive Boards (FEBs) are catalysts for communication, coordination and collaboration among Federal agencies across the country. FEBs comprise a vibrant network to advance Federal initiatives and programs outside Washington, D.C. Our outreach extends to state and local levels of government to increase opportunities for cooperation beyond the Federal community. There are only 28 FEBs---we identify strategic partners within our metropolitan area, bring them together, and facilitate collaboration to achieve common goals.

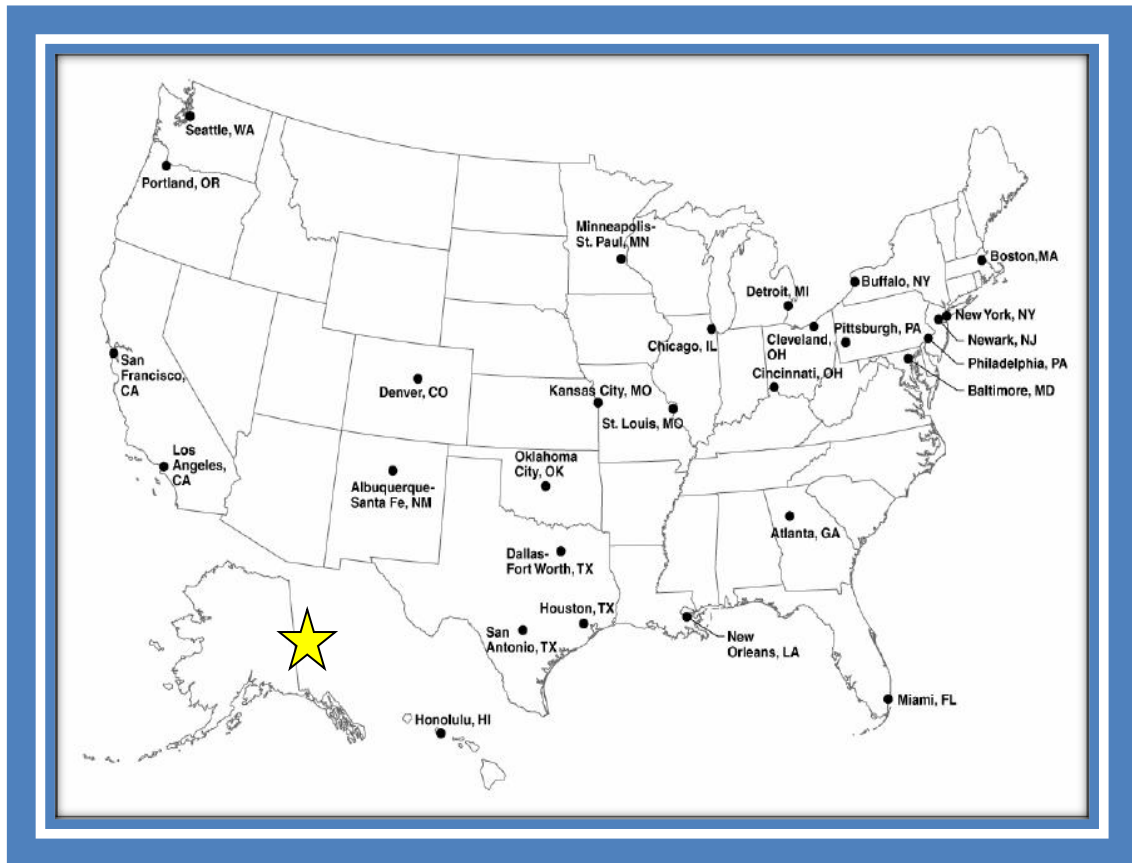


By Presidential Directive in 1961, President John F. Kennedy established FEBs to improve interagency coordination and communication among Federal departments and activities outside of Washington, D.C. Prior to its establishment in 1966, the Honolulu-Pacific Federal Executive Board operated as a Federal Executive Association since 1956. The Director of the U.S. Office of Personnel Management is responsible to the President for the organizational and programmatic activities of the FEBs.

Today, the Boards are more relevant than at any other time in history. In continuing times of personnel reductions, budget cutbacks and reorganizations, interagency collaboration is critical to achieving results. As the local Federal ambassador, the FEB identifies opportunities for partnerships with intergovernmental and community organizations. Interagency collaboration is no longer just a wise choice; it is the platform for meeting agency mission goals.

The FEBs are models for partnership-based government. The Boards serve a vital role in intergovernmental coordination identifying common ground and building cooperative relationships. FEBs also have a long history of establishing and maintaining valuable communication links to prepare for and respond to local and national emergencies. While promoting issues related to Administration initiatives, they provide targeted training programs, employee development, shared resources, and local community outreach and participation. The Board's role as a conduit of information and a meeting point for a variety of agencies--each with a different mission--is critical to a more effective government. FEBs promote awareness of the Federal Government's involvement in, and contribution to, communities across the country.

## 28 FEDERAL EXECUTIVE BOARDS ACROSS THE NATION



## EXECUTIVE SUMMARY



With the continued challenges of budget and resource constraints, the Honolulu-Pacific Federal Executive Board (HPFEB) remained fully engaged in Fiscal Year 2016. By leveraging strong local partnerships, innovating and optimizing scarce resources, the HPFEB was able again to provide the menu of traditional programs. Also, another year of operating under the “new” or “pay as you go” business model has helped build a more synergistic relationship with the Pearl Harbor Naval Shipyard and Intermediate Maintenance Facility, the host agency. A complete upgrade of the IT support infrastructure which leverages Navy hardware, applications and network capabilities helped the HPFEB identify more efficient and effective ways to do business. However due to funding and procurement issues, the HPFEB website was taken “off-line” midway through the fiscal year, imposing a significant drag on productivity. A primary goal for FY-17 will be to work with the host agency to re-establish a modern, secure, interactive website that will help support a diverse customer base.

The HPFEB provides a valuable return on the investment made by our funding agencies. Estimated cost avoidance to the Federal Government through leveraged collaboration in training/educational programs and mediation resolutions exceeded **\$ 1,136,558 in FY-2016.**

The HPFEB’s top accomplishments for fiscal year 2016 include:

### **Emergency Preparedness, Security and Employee Safety**

The HPFEB updated the “All Hazards Emergency Notification and Advisory Plan for Agency Directors” in late 2015. This plan reflects the revised, primarily advisory role of Federal Executive Boards in emergency situations and includes protocol for the new Communicator! NXT Emergency Notification System. The plan was successfully utilized when several tropical storms and hurricanes approached Hawaii during another busy hurricane season in the Central Pacific. Improved protocols for the FEB to build situational awareness for federal agencies in emergencies were discussed and agreed upon. Participation in Communicator! NXT was greatly expanded to provide basic notifications to all FEB primary and alternate members. An interactive data base is currently being developed to synchronize emergency notification contact data with other contact databases and distribution lists.

The HPFEB EPWG continued to improve emergency readiness throughout the Honolulu federal community by conducting a HPFEB COOP Planners course and tabletop exercise on 29-30 August, 2016. Additionally, the HPFEB coordinated Active Shooter Training for 122 federal employees in the PJKK Federal Building and Court House complex in early January.

### **Workforce Development and Support**

The 60<sup>th</sup> Annual Excellence in Federal Government Awards Program and EXPO were held on Friday May 06, 2016, at the Hickam Air Force Base Officer’s Club. With approximately 750 personnel in attendance, over 130 employee (505 total awards including individual team member certificates) awards were recognized on stage. Once again, agency restrictions on using appropriated funds for awards and recognition events required that the event be held at no financial cost to federal agencies or employees. Federal benefits partners helped with sponsorship of a small reception and EXPO booths,

and local entertainers and news celebrities provided donated services; the contributions of these partners and many volunteers helped make the event extremely successful.

The Pacific Leadership Academy continued to be a highly sought after course by Federal agencies in the Pacific. The Academy's curriculum is based on the OPM Leadership Competencies required for Senior Executive Service certification. It is brought to the Pacific by a partnership between the HPFEB and the Office of Personnel Management (OPM) Western Management Development Center. In 2016, 40 Fellows graduated from the Emerging Leaders track and 40 Fellows graduated from the Senior Leaders track. A major program review was conducted with the OPM WRMDC partners and the 2017 Academy will see changes to both tracks including a revised three week schedule for Emerging Leaders and a new mentoring program in which Senior Leaders mentor Emerging Leaders.

### **Intergovernmental Collaboration and Community Outreach**

The 2015 Hawaii-Pacific Combined Federal Campaign provided total pledges of over \$4.1 million to support international, national and locally based charitable organizations, ranked 4th highest in the nation for total amount donated in a local campaign. Contribution participation dropped slightly, from 23% to 19%, which is still significantly above the national average. With the successful continuation of on-line "e-giving" including use of the Mypay module for those donors serviced by DOD payroll, nearly \$1.8 million was donated on-line with a higher average gift than those donated via pledge cards. For the broad campaign, 18,697 donors gave an average gift of \$221.47. About 69% of donors gave through payroll deduction, comprising nearly 90% of total donations.

## **DEMOGRAPHICS**

The U.S. government is the largest employer in the state of Hawaii. The HPFEB is comprised of approximately 110 senior official-agencies located throughout Hawaii and Guam. The approximate Federal population includes:

- 27,413 Civilian Federal Employees, this includes Excepted Federal Civil Service. (source: OPM May 2014)
  - ✓ 20,293 Department of Defense Civilians
  - ✓ 7,120 non-DoD Civilians(There are approximately 2,784 civilian federal employees in Guam, who are also supported through the Guam Federal Executive Association).
- 46,305 Active Duty Military (Hawaii only (source: Pacific Command HQs)
- 15,400 Reserve Component Military (source: Pacific Command HQs)
- 1,189 Air and Army Active Guard and Reserve (source: Air and Army National Guard Active Guard & Reserve HQs)
- 2,490 United State Postal Workers (source: OPM-CFC)
- More than 117,000 Military Veterans live and/or work in Hawaii (source: Department of Veterans Affairs State Summary, Nov 2010)



## THE 2016 HONOLULU-PACIFIC FEDERAL EXECUTIVE BOARD EXECUTIVE COMMITTEE

### CHAIR

**Mr. Mike Tosatto**

*Regional Administrator*

*NOAA/NMFS Pacific Islands Regional Office*

### VICE CHAIR

**RADM Vince Atkins, USCG**

*Commander, Fourteenth District,*

*United States Coast Guard, Department of Homeland Security*

### STANDING MEMBERS

**Captain Jamie Kalowsky, USN**

*Commander, Pearl Harbor Naval Shipyard and Intermediate Maintenance Facility, Department of Defense*

**Ms. Colby Stanton**

*Director, Pacific Area Office, Federal Emergency Management Agency, Department of Homeland Defense*

**Mr. Stacey Franklin**

*Regional Director, Asia-Pacific Division, General Services Administration*

### MEMBERS

**Lt. Gen. (R) Dan Leaf, Director**

**BG (R) James T. Hirai, Deputy Director**

*Daniel K. Inouye Asia-Pacific Center for Security Studies, Department of Defense*

**Mr. Bruce Petersen**

*Director, Natural Resources Conservation Services  
USDA*

**Mr. Ron Simpson**

*Manager, Airports District Office,  
Federal Aviation Administration, Department of Transportation*

**CAPT Patrick Kelly, USN**

*Deputy Director, Pacific Command (J9)  
Department of Defense*

**MG Gary Hara**

*Deputy Commander, U.S. Army Pacific,  
Army National Guard, Department of Defense*

**Dr. Christine Altendorf**

*Region Director  
U.S. Army Installation Management Command, Pacific*

**Ms. Diane Ley**

*Director, Farm Service Agency, Hawaii State and Pacific Basin, U.S. Department of Agriculture*

**Mr. David Gulick**

*District Director, U.S. Citizenship and Immigration Services,  
Department of Homeland Security*

**Mr. Ryan Okahara**

*Director, Honolulu Field Office, Department of Housing and Urban Development*

**Mr. Ray Tanabe**

*Director, National Weather Service Hawaii, National Oceanic and Atmospheric Administration*

**COL Richard Ellis, USA**

*Commander, Defense Logistics Agency Pacific,  
Department of Defense*

**COL Joe Matos, USMC**

*Commander, Defense Information Systems Agency Pacific,  
Department of Defense*

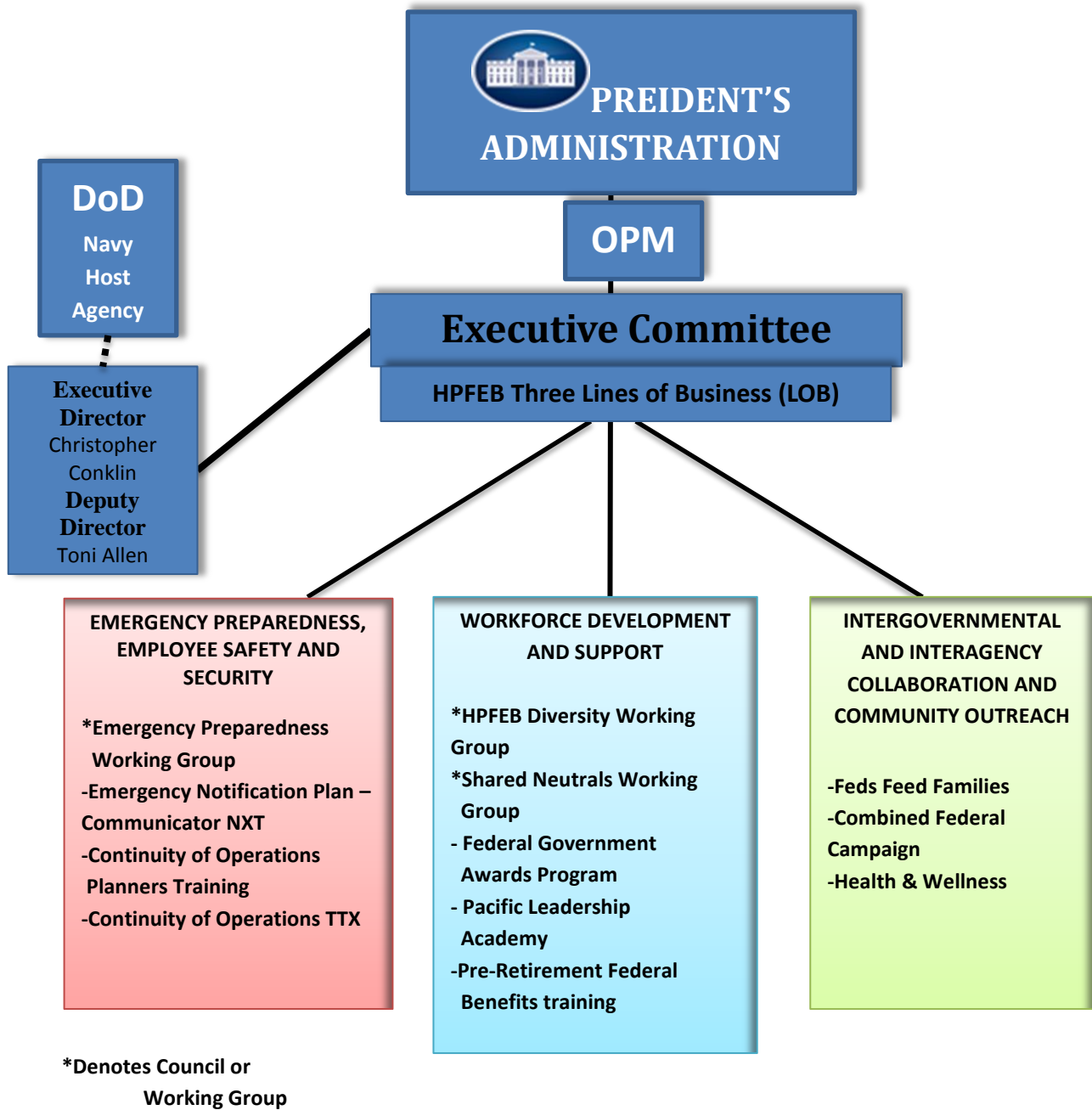
**Mayela Sosa**

*Division Administrator, Federal Highway Administration*

## 2016 HONOLULU-PACIFIC FEDERAL EXECUTIVE BOARD COUNCILS AND WORKING GROUPS

LINE OF BUSINESS	COUNCIL OR WORKING GROUP	KEY AGENCY SUPPORTER
<b>EMERGENCY PREPAREDNESS</b>	Emergency Preparedness Working Group	Advocate: -Colby Stanton, Director, Pacific Area Office, Federal Emergency Management Agency Chair: -Gen Tamura, Federal Emergency Management Agency
<b>WORKFORCE DEVELOPMENT AND SUPPORT</b>	2016 Excellence in Federal Government Awards Ceremony and EXPO	Co-Chairs: -Mike Tosatto, Region Administrator NOAA/NMFS -Chris Conklin, Executive Director, HPFEB Vice Chair: -Toni Allen, Deputy Director, HPFEB
	Pacific Leadership Academy	Advocate: -BG (R) James T. Hirai, Deputy Director, Daniel K. Inouye Asia-Pacific Center for Security Studies Senior Leader, Lead Mentor: -Kate Arizo, SGM (R) Army National Guard Emerging Leader, Lead Mentor: -Diane Chong, Sector Honolulu, US Coast Guard
	HPFEB Diversity Working Group	Advocate: -Edward Young, Deputy Director, National Weather Service Pacific Region, NOAA Chair: -Duane Keys, PACAF, JBPHH Vice Chair: -Kay Wakabayashi, Commander, USN PACFLT
	HPFEB Shared Neutrals Working Group	Advocate: -Toni Allen, Deputy Director, HPFEB Chair: Norela Laboy, EEO, U.S. Army Installation Command Vice Chair: Vacant
<b>INTERGOVERNMENTAL AND INTERAGENCY COLLABORATION AND COMMUNITY OUTREACH</b>	Combined Federal Campaign	Chair: Rear Admiral Vince Atkins, Commander, Fourteenth Coast Guard District Local Federal Coordinating Committee Advisor: Diane Chong, USCG Sector Honolulu
	Feds Feed Families	Advocate: Toni Allen, Deputy Director, HPFEB

## HONOLULU-PACIFIC FEDERAL EXECUTIVE BOARD ORGANIZATIONAL CHART





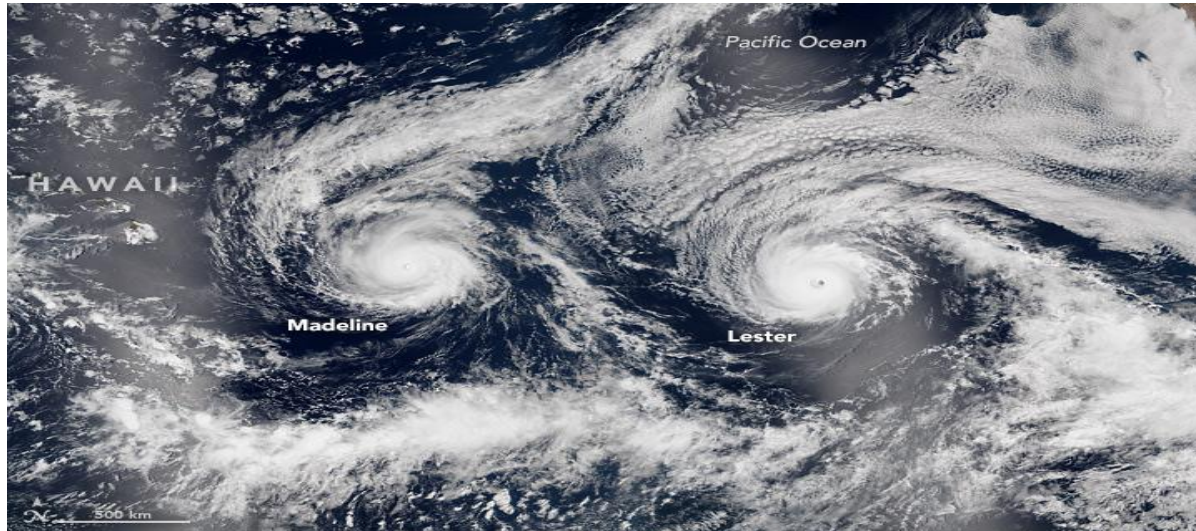
## ACKNOWLEDGMENTS

The Honolulu-Pacific Federal Executive Board extends its deepest appreciation to our Executive Committee, Council and Committee Chairs, board members and other partners for both leading and supporting us during another successful year. Special thanks to:

- Mr. Mike Tosatto, NOAA/NMFS Pacific Islands Regional Office, for serving notably as the Executive Committee Chair for FY16 and for outstanding leadership and support to the HPFEB.
- RADM Vince Atkins, Commander, USCG 14<sup>th</sup> District, for serving as the Executive Committee Vice-Chair for FY-16, for leading the 2015 Hawaii-Pacific CFC, and for consistent support to employee safety and security as the Designated Official for the PJKK Federal Building and Courthouse complex.
- Ms. Diane Chong of Coast Guard Sector Honolulu for diligent service as the Local Federal Campaign Coordinator (LFCC) advisor to the HPFEB, in support of the Hawaii-Pacific Area Combined Federal Campaign, for the 2015 campaign.
- The HPFEB LOB Chairs: Mr. Duane Keys –Diversity Working Group, Gen Tamura, Federal Emergency Management Agency– HPFEB Emergency Preparedness Working Group.
- BG (Ret) James Hirai – Advocate, the Pacific Leadership Academy.
- The many federal agency volunteers who so graciously stepped up to help make all of our events a success: we couldn't have done it without you.
- Ms. Mileka Lincoln and Ms. Ramsey Wharton, Hawaii News Now anchors and reporters, for volunteering to be Mistresses of Ceremony for the 60th Excellence in Federal Government Awards , and for “Uncle” Frank De Lima for providing exceptional as always comedy entertainment to our large and diverse audience.
- The General Services Administration (GSA) at the PJKK Federal Building, particularly Ms. Diana Schlumpf and Ms. Andrea Kalahiki, for their consistent support to the HPFEB.
- Captain Jamie Kalowsky and Mr. Alex Desroches of the Pearl Harbor Naval Shipyard and Intermediate Maintenance Facility, and their support staffs for the excellent host agency support during the past year.
- The following Executive Committee Members, who completed their terms in FY16: Mayela Sosa, Federal Highways Administration, COL Jay Matos III, USMC, DISAPAC, Diane Ley, US Farm Service Agency, USDA, and COL Rick Ellis, DLA Pacific.
- The Honolulu Chapter of Young Government Leaders (YGL), led by President Blake Kawakami and Vice-President Sheri Uyehara, for their partnership and outreach efforts on behalf of the federal work force.
- The other FEB Executive Directors and the OPM staff who help build a synergistic network and share best practices.

## THREE LINES OF BUSINESS

### Line of Business 1: Emergency Preparedness, Security and Employee Safety



*Hurricanes **Madeline** and **Lester** approach the Hawaiian Islands on August 29<sup>th</sup>, 2016*

- The 2016 Pacific hurricane season was again very busy with several large systems approaching the Hawaiian Islands, as predicted by the NOAA National Weather Service. On average, the Hawaiian Islands, Guam and Saipan (Marianas), experienced as many as five (5) tropical storms or cyclones/ typhoons a month.

The HPFEB participated in all emergency conferences with state and local government to keep the federal workforce informed of storm predictions and impacts. Hurricane Lester made a close pass to Hawaii during the last week of August, 2016; fortunately effects were minimal.

- 7 - April 18 2016, the Emergency Preparedness Working Group (EPWG) sponsored a meeting to highlight Active Shooter, Emerging Infectious Diseases, Pandemics, Points of Distribution, Red Cross Preparedness and Continuity of Operations. Twenty eight (28) attendees participated in the meeting.
- On 30-31 August 2016, the Emergency Preparedness Working Group (EPWG) sponsored a Continuity of Operations (COOP) Planners workshop (L550) and tabletop exercise "Aloha Storm." The purpose was to provide COOP training for Continuity Planners at the Federal, State, and Local levels of government. The goal of this workshop was achieved: providing emergency management specialists with the tools and hands-on experience necessary to improve departments' or agencies' Continuity of Operations (COOP) plans. "Aloha Storm" consisted of two modules focused on individual agency planning to ensure the continuation of essential functions in reaction to an active shooter event within their primary facility. 28 emergency managers participated.

- The Executive Director and Deputy continued the HPFEB involvement with various federal, state and local groups on readiness and security, including the quarterly Hawaii Emergency Preparedness Executive Consortium, Quarterly FEMA Region IX Regional Interagency Steering Committee (RISC) meetings and the PJKK Federal Building's building security committee.
- In April 2016, the HPFEB supported volunteer recruiting for participants in the State of Hawaii Points of Distribution field exercise held at the Blaisdell Center. Additionally, the Executive Director held a Closed Points of Distribution (POD) planning meeting for PJKK Federal Building stakeholders and drafted a local plan for establishing a Closed POD and an MOU with the State of Hawaii Department of Health. These documents are currently under review with the goal of approval and exercise training in FY-2017.

## **Line of Business 2: Workforce Development and Support**

- Federal agencies and employees continue to express concerns over pay and benefits issues, including the COLA/Locality Pay transition, retirement planning, and health care. The HPFEB continues to closely monitor these issues, including regular interaction with primary stakeholders. A quarterly "Workforce Update" is now published on an informal basis to help keep agencies and their employees informed on these issues of high interest. The HPFEB prepared an informal study regarding the history of GS "white collar" compensation for federal employees in Hawaii, and briefed the Executive Committee on the results – an issue for awareness moving forward.
- With the demographics of the Federal Workforce projected to drive a large exit of senior members to retirement in the next few years, retirement and training workshops have been in increasing demand. In 2016, the HPFEB hosted 1,131 federal employees in Pre-Retirement Planning and Strategy seminars for CSRS, FERS, and Special Retirements (LEO). Included with these seminars were Social Security, Medicare, Federal Long Term Care, and Federal Employee Health Benefits. This included a highly effective prototype of the "What's in your Retirement Wallet" program which provided subject matter expert training to over 600 employees by the Thrift Savings Investment Board, OPM Retirement Services, and the Securities and Exchange Administration. This generated an overall cost avoidance of \$52,160 for federal agencies.
- The Pacific Leadership Academy continues to be a highly sought after course by federal agencies in the Pacific. It is offered in a Honolulu venue through a partnership between the HPFEB and the Office of Personnel Management – Western Management Development Center (WMDC). Through extraordinary measures, a high quality program was delivered to provide high performing senior and emerging leaders with SES level leadership competencies and help agencies invigorate their succession plans. The two tracks offered to Fellows who are selected from their agencies for the program are:



*Several graduating Fellows from the 2016 Pacific Leadership Academy review their graduation certificates.*

1. Emerging Leaders (GS-9 to GS-12): This track includes two one-week sessions; core curriculum includes a) Personal Leadership, b) Understanding and Leading Others and c) Accelerating your Impact.

2. Senior Leaders (GS-13 to GS-15). This track includes three one-week sessions. Core curriculum includes a) Leading People, b) Leading Organizations and c) Leading for Results.

There were 40 Fellows who completed the Emerging Leaders track and 40 Fellows who completed the Senior Leaders track in the FY16 session of the Pacific Leadership Academy.

A high quality joint graduation ceremony and alumni reception was held at The Hickam AFB Officers Club on 24 July 2016. The keynote speaker was Mr. William Bonds, Group Director, Office of Personnel Management, Center for Leadership Development. Mr. Bonds shared inspirational leadership lessons learned in a career spanning law enforcement, the private sector and government. The HPFEB Executive Director also provided brief remarks.

*Mr. William Bonds, OPM  
Western Region, Center for  
Leadership Development,  
provided the keynote address to  
the PLA graduates*



- In addition to the Pacific Leadership Academy the HPFEB hosted several other Leadership Training courses: "Six Core Competencies of Leadership", and "The Leadership Environment."
- The HPFEB Diversity Council held a Leading with Excellence, Alignment and Diversity (LEAD) Conference on November 5, 2015. Topics included: Respect and Inclusion, Workplace Professionalism and Dignity for Gender Transitioning, IT and Multi-Media Approaches for Accessibility, and Disability Etiquette. 123 employees attended this extremely highly regarded and valuable conference.
- The HPFEB Shared Neutrals Working Group attended contracted diversity training sponsored for the members by the Joint Base Pearl Harbor-Hickam Equal Opportunity Officer in early March 2016.





*Mr. Chris Conklin, Executive Director HPFEB, makes Welcoming Remarks prior to award presentations.*

➤ The annual Excellence in Federal Government Awards Ceremony and EXPO was held at the Hickam Air Force Base Officer's Club 6 May 2016. The HPFEB and volunteers from various agencies were very successful again in executing a "no cost" ceremony and program. Ms. Mileka Lincoln, TV Anchor and Reporter served as the Mistress of Ceremonies with local comedian Frank De Lima providing the entertainment. Over 750 people attended and 130 individual awards in 6 different categories were presented. Including the teams recognized in the 7<sup>th</sup> category for team excellence, a total of 505 high performing employees were recognized in a two-hour ceremony.

Before the formal program, a small reception was held with the support of FEHB providers and other federal benefit partners. All of the benefit partners along with 12 federal agencies participated in the EXPO. The event represented highly deserved recognition for the highest performers in federal agencies.

### **Line of Business #3: Intergovernmental Collaboration and Community Outreach**

- The Executive Director continued outreach to new federal/military leaders on HPFEB missions, roles, services and challenges.
- Coordinated the 2016 "Feds Feed Families" campaign. Federal employees donated over 2,310 pounds of food to the local food banks (this is the amount not reported through individual agency higher headquarters).
- Transformed HPFEB internal guidance and core documents and worked with the Executive Committee leadership to improve service, information dissemination and outreach.
- HPFEB coordination, facilitation and logistics planning was requested and provided to support two ongoing initiatives:
  - (1) Region IX Federal Regional Council to build collaboration amongst senior agency leaders to address key regional issues in Hawaii and the Western Pacific – two joint HPFEB-FRC meetings were held in Honolulu.



- (2) The HPFEB worked extensively with the Combined Federal Campaign (CFC) in 2015-2016. The Executive Director was appointed to the National FEB Intergovernmental and Interagency Collaboration and Community Outreach Council, which will be working with OPM to implement the new OPM-CFC rulemaking involving major changes to future campaign organizations and processes (these changes have now been delayed by OPM to be effective with the 2017 campaign). For the 2015 solicitation period, the HPFEB partnered with the PCFO and the Campaign Chair (US Coast Guard) to improve both the campaign structure and better leverage digital data to manage campaign activities.

- In 2015, the Hawaii-Pacific Area Combined Federal Campaign achieved total pledges of \$4,140,768 to support international, national and 183 locally based charitable organizations; thanks to 18,698 very supportive donors. This represents over 19% of eligible employees, which significantly exceeds the national average for the CFC. Over \$1.6 million was donated via successful use of E-Giving, saving costs, simplifying recordkeeping and audits and in the end providing more to the various charities. Also, 89% of all CFC funds were given through payroll deduction, the most efficient way to donate. It is a credit to both campaign management and the over 91,000 federal employees in the campaign area that this generous spirit continues despite the sometimes difficult financial conditions affecting the work force.



## CFC, AWARDS RECOGNITION, ADR/SHARED NEUTRALS PROGRAM AND COST

### AVOIDANCE-2016

#### COMBINED FEDERAL CAMPAIGN (CFC)

Total 2015 Contributions:	\$4,140,768
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#### AWARDS AND RECOGNITION

Name of Event	Number of Attendees	Number of Awards Presented
60 <sup>th</sup> Annual Excellence In Federal Government Awards Ceremony	750	505 (includes individual team awards)
Totals:	750	505

#### ADR/SHARED NEUTRALS PROGRAM

**Workplace Dispute:** An issue not covered under an Equal Employment Opportunities (EEO) law that impacts the workforce or an individual in the workplace.

**Pre-EEO:** A potential EEO case that is in the pre-complaint stage at the agency (it has not been forwarded to EEOC or any other negotiated process).

**Resolution Rate:** Cases that are resolved during the mediation/facilitation process (withdrawing the case or cases that proceed to filing are not counted).

	Cases Accepted	Cases Resolved	Cost Avoidance per Resolution	Cost Avoidance Realized	Resolution Rate
Workplace Dispute	0	0	\$18,503.28	\$0.00	%
Pre-EEO Complaint	2	2	\$75,634.66	\$151,269.32	100.00%
EEO Complaint (after entering formal process)	0	0	\$72,212.66	\$0.00	0.00%
Totals:	2	2		\$151,269.32	



**SURVEY QUESTION #1:** Overall, how satisfied were you with the ADR process?

	Very Satisfied (5)	Satisfied (4)	Neutral (3)	Dissatisfied (2)	Very Dissatisfied (1)
# of Responses received:		2			

**SURVEY QUESTION #2:** Was it helpful to have a mediator from another federal agency?

	Yes	No
# of Responses received:	2	

**FEB-SPONSORED TRAINING OPPORTUNITIES** *(does not include FEMA exercises, workshops, or emergency trainings)*

Name of Training Event	Market Price	FEB Price	Cost Savings	Number of Attendees	Estimated Cost Avoidance
LEAD (Diversity) Seminar	\$350.00	\$0.00	\$350.00	123	\$43,050.00
"What's in Your Retirement Wallet" Pre-Retirement Seminars	\$80.00	\$0.00	\$80.00	652	\$52,160.00
Pre-Retirement Two Day Planning Workshops	\$324.00	\$80.00	\$244.00	161	\$39,284.00
Special Pre-Retirement Planning Seminars	\$150.00	\$0.00	\$150.00	10	\$1,500.00
CSRS Pre-Retirement Planning Seminars	\$150.00	\$0.00	\$150.00	68	\$10,200.00
FERS Pre-Retirement Planning Seminars	\$150.00	\$0.00	\$150.00	250	\$37,500.00
Pacific Leadership Academy Senior Leaders	\$17,310.00	\$6,600.00	\$10,710.00	40	\$428,400.00
Pacific Leadership Academy Emerging Leaders	\$12,480.00	\$4,400.00	\$8,080.00	40	\$323,200.00
Six Core Competencies of Leadership	\$890.00	\$395.00	\$495.00	46	\$22,770.00
The Leadership Environment	\$890.00	\$395.00	\$495.00	55	\$27,225.00
TOTALS:				1445	\$985,289.00

**FEB-SPONSORED EMERGENCY PREPAREDNESS TRAINING OPPORTUNITIES** *(includes all FEMA exercises, workshops, or emergency trainings)*

Name of Training Event	Market Price	FEB Price	Cost Savings	Number of Attendees	Estimated Cost Avoidance
FPS Active Shooter Awareness	\$0.00	\$0.00	\$0.00	122	\$0.00
L-141 Instructional Presentation & Evaluation Skills	\$0.00		\$0.00		\$0.00
L-153 Bldg Design for Homeland Security for COOP	\$0.00		\$0.00		\$0.00
L-156 Bldg Design for HS for COOP TTT	\$0.00		\$0.00		\$0.00
L-262 Instructional Delivery for SMEs	\$0.00		\$0.00		\$0.00
L-548 COOP Manager's Train-the-Trainer Course	\$0.00		\$0.00		\$0.00
L-549 Reconstitution Planning Workshop	\$0.00		\$0.00		\$0.00
L-550 Continuity Planners TTT Workshop	\$0.00	\$0.00	\$0.00	28	\$0.00
L-551 Devolution Planning Workshop TTT	\$0.00		\$0.00		\$0.00
L-552 Continuity of Operations for Tribal Gov't	\$0.00		\$0.00		\$0.00
L-553 Resilient Accord/Cyber Security Planning Workshop	\$0.00		\$0.00		\$0.00

L-554 Pandemic Influenza Determined Accord Workshop	\$0.00		\$0.00		\$0.00
L-556 Guardian Accord/Terrorism-Based Planning Workshop	\$0.00		\$0.00		\$0.00
L-557 Mission Essential Functions Workshop for State, Territorial, Tribal & Local Govts	\$0.00		\$0.00		\$0.00
L-605 Instructional Delivery	\$0.00		\$0.00		\$0.00
			\$0.00		\$0.00
			\$0.00		\$0.00
			\$0.00		\$0.00
TOTALS:				150	\$0.00

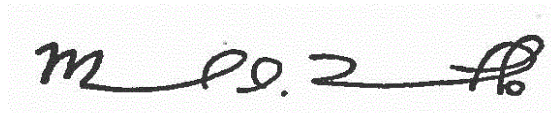
The Honolulu-Pacific Federal Executive Board continues to provide a valuable return on investment for our Federal community. The HPFEB's collaboration with agencies and vendors generated an estimated cost avoidance of over \$ 1.1 million, which directly supports Executive Order 13589, "Promoting Efficient Spending," and Presidential Memorandum M-12-12, "Promoting Efficient Spending to Support Agency Operations."

Submitted/Date: 06 December 2016

Approved/Date: 06 December 2016



Christopher J. Conklin  
Executive Director  
Honolulu-Pacific Federal Executive Board



Mike Tosatto  
Regional Administrator  
NOAA, NMFS, Pacific Islands Regional Office  
Chair  
Honolulu-Pacific Federal Executive Board